## EXHIBIT 1376 TO CISNEROS DECLARATION IN SUPPORT OF PLAINTIFFS' SUPPLEMENTAL MOTION FOR CLASS CERTIFICATION [ECF NO. 148-2] REDACTED VERSION

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Cc: Felicia Albright <a href="mailto:com">falbright@apple.com"&gt;falbright@apple.com</a> , Kirsten Haithcox <a href="mailto:com">haithcox@apple.com</a> Subject: Re:  ANNE TORREANO, CSR #10520							EXHIBIT 15 16
Subject: Re: DATE: 5 · S · W(D			Cc: Felicia Albright <fr< td=""><td>albright@apple.com&gt;, Kirst</td><td>ten Haithcox</td><td></td><td>WIT: HI varez</td></fr<>	albright@apple.com>, Kirst	ten Haithcox		WIT: HI varez
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Rob,							ANNE TORREANO, CSR #10520

1374.1

We will go back and review internal equity again and come up with a new proposal for your review. Keep in mind, the market is not the same as it was 6-12 months ago. We have been seeing candidates rket changing. This will most likely create an internal complissue with current emp When we go threw these market cycles, this is the time where the power starts to shift to the candidate vs the employer. Just as a data point, Google gave it's employees a 10% increase to deal with the aggressive offers out in the market. t have copied Kirsten on this email as I have already spoken with Chris and his team about the market Thanks, David On Dec 19, 2010, at 11,45 PM, Rob York wrote I am on vacation this week. You can call me on my cell, though most of Monday will be I did talk to Mete on the 17th. His take is that we have been finding as good or better candidates for much more reasonable salaries. The issue is that the salaries is a manager now, but would be coming into an IC role in Apple. Thanks. Rob On Dec 19, 2010, at 9:56 PM, David Alvarez wrote: HI Rob. Can we chat live about this? Please let me know what time slot you have available tomorrow and I will be there. Thanks David On Dec 17, 2010, at 12:37 PM, Rob York wrote: 1 am not willing to go so high of a salary when compared to his We can generate a fair offer within the average of the Sent from my iPhone On Dec 17, 2010, at 11:10 AM: Felicia Albright <falbright@apple.com> wrote: Hi Rob I had our Relocation department do a cost of living assessment. Currently the size is at a base salary of 110K in Troy, Michigan. The cost of living analysis showed a differential of 44.4% when analysis showed a chiefernial of 44-7% where to adjust for that accordingly his base salary would be approximately. In researching your team's current average thought was the highest we could possibly go on base. I'm hoping with the Thanks Felicia On Dec 16, 2010, at 2:03 AM, Rob York wrote:

1374.2

Thanks,
On Dec 16, 2010, at 1:34 PM, Felic Albright wrote:
Hello Rob,
Mete would like to extent an offer to for a Mechanical Supplier Cuality Engineer position. You interviewed the phone last week. His resume is attached.
My compensation recommendation for s a base compensation of Please let me know in you approve of this offer.
Thanks, Felicia
Resume 10 25 10.doc>

1374.3